The Basket Weaving department search committee unanimously recommends that Dr. Jane Doe should be offered the faculty position at USF. Dr Doe is highly qualified, enthusiastic about USF, and would be an excellent colleague. Dr. Mary Jones is also well qualified. We concluded that Dr. John Smith would not be acceptable. Below please find our analysis of each candidate with the corresponding votes of each faculty search committee member in parenthesis (1=highly recommended, 2=recommended, x=not acceptable).

Jane Doe (1,1,1,1)
Very enthusiastic and excited, easy to get along with, very personable, transparent, warm personality, quickly established a connection with our staff. Dr. Doe has a broad interest in many areas of basket weaving, and was able to easily converse with the members of our department about their research areas. She would be able to teach a variety of classes at both the lower division and upper division level. Her teaching talk was excellent; she explained a difficult basket design concept in a way that not only answered student questions, but provided insight to the faculty as well. The students had a very positive experience with her at lunch and were quite enthusiastic. She has an active, exciting research program and had excellent suggestions for how to engage our students. She was very excited about USF's mission, and would very much like to come here.

Mary Jones (2,1.2,2,2,2)
Dr Jones was very personable and friendly; we very much enjoyed talking with her and think she would be an excellent colleague. She gave a very nice teaching talk with excellent slides and examples. Her research trajectory is a little unclear - she has focused on basket development in large teams, and there was some doubt about her ability to effectively conduct research on her own. If she is hired, the department will have to carefully mentor her. She is also very excited about USF, but has other offers in hand.

John Smith(x,x,x,x,x)
Dr. Smith's interview was very disappointing. His research talk was shallow, and contained elementary errors about the history of baskets. He came across as arrogant and aloof, and was difficult to connect with. The committee had a hard time getting him to elaborate on his future research plans, and it seemed that he had not done much homework about USF. His teaching talk was decent, but not inspiring. The students also found Dr. Smith hard to talk with, and complained that he showed little interest in them.